Leaflet

Public & Private Workers of Canada

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PUBLIC AND PRIVATE WORKERS OF CANADA

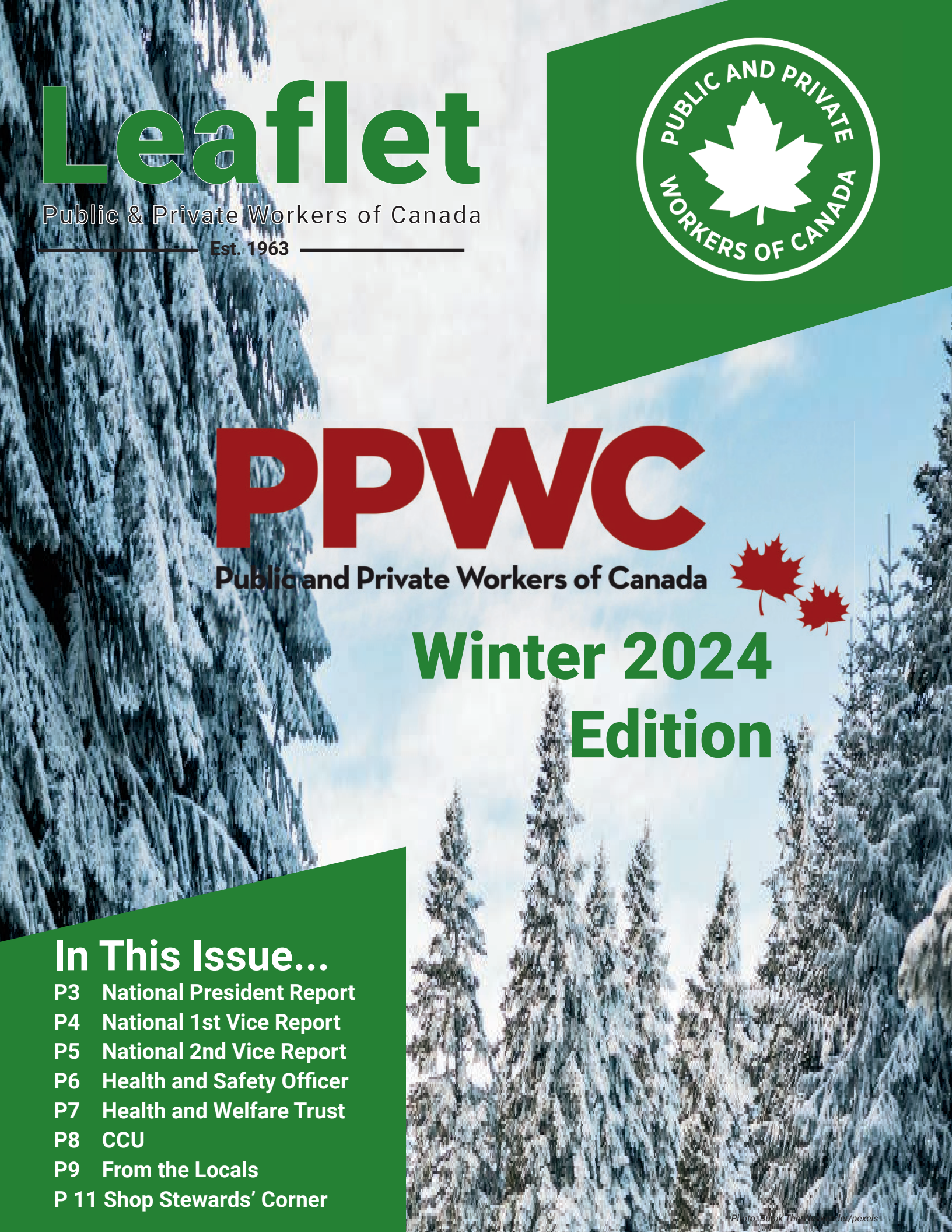
PPWC

Public and Private Workers of Canada

Winter 2024 Edition

In This Issue...

P3 National President Report
P4 National 1st Vice Report
P5 National 2nd Vice Report
P6 Health and Safety Officer
P7 Health and Welfare Trust
P8 CCU
P9 From the Locals
P 11 Shop Stewards' Corner



LETTER FROM EDITOR

Happy Holidays PPWC Members,

Welcome to the Winter 2024 Edition of the Leaflet! I would like to thank everyone that submitted essays for the Orville Braaten & Angus Macphee Bursaries. It was not an easy task to pick the winners, but the audit committee did a great job. (Winners with photos will be in our next Leaflet edition).

In this article of the leaflet, we have lots of great articles and some Local reports, please take the time and review what the National & Locals at the PPWC are up to around the province.

If you have an article that you would like to include in the upcoming Leaflet editions, you can forward it through your Local to be passed on to the National.

I'm sure everyone is preparing for the holiday season, please remember to be responsible and take time to spend with your family & friends and to balance out the work life balance.

In Solidarity,
Geoff Dawe, PPWC National President & Communications Officer

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PPWC
Public and Private Workers of Canada

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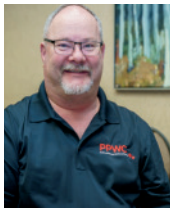

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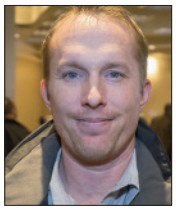

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Signed articles appearing in the Leaflet express the views and opinions of the authors. They do not form National or Local policies or procedures. We welcome your feedback, opinions and inquiries.

The Leaflet attempts to give coverage to all Locals, and pertinent material will be held for the future if the space is unavailable in the current issue.

NATIONAL
PRESIDENT

The Impact of a New NDP Government in BC on the Forest Industry and the Public and Private Workers of Canada

The recent election of another New Democratic Party (NDP) government in British Columbia (BC) presents both opportunities and challenges for the forest industry and the Public and Private Workers of Canada (PPWC). The forest industry has long been a cornerstone of BC's economy contributing Billions in GDP, providing tens of thousands of jobs, supporting communities, and contributing to the province's environmental stewardship. Here, I want to explore the implications of the NDP's policies on the forest industry and the vital role the PPWC plays in representing the interests of its members amidst these changes.

Economic Implications

Job Security and Growth: The NDP has historically advocated for job creation and the protection of existing jobs, particularly in resource sectors like forestry. A new NDP government may prioritize initiatives that support sustainable forest management and could lead to the creation of new jobs in the industry. However, this must be balanced with environmental considerations, which could impact traditional logging practices. The PPWC will meet with any and all levels of government, local, provincial or federally to protect our forest industry to see it sustainable for many years to come.

Investment in Sustainable Practices: The NDP and PPWC has emphasized the importance of sustainable forestry practices. This focus could lead to increased investment in innovative technologies and practices that promote environmental sustainability. The PPWC could play a critical role in advocating for training programs that equip workers with the skills necessary to adapt to these changes.

Environmental Stewardship

Regulatory Changes: The NDP government is likely to implement stricter environmental regulations to combat climate change and protect BC's natural resources. While these regulations are essential for long-term sustainability, they may also pose challenges for the forest industry. The PPWC must and will continue to engage in dialogue with the government to ensure that workers' voices are heard in the development of these regulations.

Collaboration with Indigenous Communities: The NDP has committed to reconciliation with Indigenous peoples and recognizing their rights in resource management. This approach will lead to collaborative forestry initiatives that benefit both Indigenous communities and the forest industry. The PPWC has always and will continue to advocate for the inclusion of Indigenous workers in the forestry sector, ensuring equitable opportunities for all British Columbians.

Challenges for Workers

Transitioning Workforce: As we see the forest industry shift towards more sustainable practices, and a big corporations leave our province, some workers may face job displacement or elimination. Like those in Prince George, Mackenzie, Port Hardy and Gold River. The PPWC must work closely with the government and industry leaders to develop programs like Bridging to Retirement that help workers leaving or transition into new roles within the evolving industry.

Programs like (JEDI) Jobs, Economic Development & Innovations, (PSFS)Post-Secondary Education and Future Skills and the LRB support forestry workers, businesses, and communities affected by change in the forestry sector.

Workplace Safety and Conditions: The NDP has a history of supporting labor rights and improving workplace conditions. The PPWC will continue to advocate for enhanced safety standards and fair working conditions for all workers in the forest industry and all other industries within the province. Ensuring that workers feel safe and valued is crucial for maintaining morale and productivity.

The election of another NDP government in BC presents a pivotal moment for the forest industry and the Public and Private Workers of Canada. By advocating for sustainable practices, engaging in meaningful dialogue with the government, and prioritizing the needs of workers, the PPWC will continue to help shape a future that balances economic growth with environmental stewardship. As the industry evolves, the union's role will be essential in ensuring that workers are supported and empowered to adapt to the changing landscape of forestry in British Columbia.

From my house to yours, Merry Christmas and Happy New Years!

In Solidarity,

Geoff Dawe, PPWC National President

NATIONAL
1st VICE-PRESIDENT

Greetings members,

Image: Wilson/CALM

There has been a lot going on the past two months. Where has the time gone? Summer already seems like such a distant memory. The transition into the National office has gone well and the opportunities for our Union are endless. We have been contacted by many individuals and groups about joining our Independent Canadian Union. Our structure and membership driven ideals are attractive to many who are either non union or want to change their union representation.

Though we need to grow we must also organize from within. We need to stay relevant to our current membership and keep them motivated and engaged with our Local's. Our Local executives need to be on the floor and talking about issues with our members. Our members must get their information about what's happening within their Local from the Local, not from rumours and other members!

I have been working on the shop steward training course and getting myself up to speed. Lots to learn for sure. Interesting tidbit, even though I have been involved in our Union for 20 years now I have never taken the shop steward training! My first course that I will teach will be my first time that I have gone through it in a formal setting.

We were able to attend the Union of BC Municipalities convention in September and reach out to many of our elected city councillors and mayors. This was a fantastic opportunity to network with our municipal leaders, Provincial leaders and business leaders. I believe it is a worthwhile event to continue to participate into the future. Now that the Provincial election has finally been determined we must push for reforms and better legislation on several fronts. Four-year election cycles are not that long, and we will continue to lobby the government on strengthening worker's rights and government policy. We will see if the NDP has truly heard the electorate and is brave enough to make substantive changes!

We have a couple of certifications who are in negotiations at the time of writing this piece and we wish them good luck. One is in mediation right now, but they just can't seem to be able to get the company to come over that final step to reach a successful conclusion for both parties. And if not then as a collective we will support them in their efforts to secure a just and fair collective agreement as we will for all our members. The Pulp locals have begun their pre bargaining process with Unifor as their collective agreements are up next April. Agenda has been set, target employer has been decided upon and away we go!

I want to wish everyone a Merry Christmas and an even better New Year!!

Cheers to all,

Chuck LeBlanc, National First Vice-President

The Importance of Attending Union Meetings

PPWC Public and Private Workers of Canada

Dear Union Members,

I hope this message finds you well. I want to take a moment to emphasize the vital role that attending union meetings plays in our collective strength and success.

Union meetings are not just gatherings; they are opportunities for each of us to voice our concerns, share ideas, and stay informed about issues that directly affect our workplace and livelihoods. Your participation ensures that our union remains representative of all members and strengthens our ability to negotiate effectively for better wages, benefits, and working conditions.

By attending meetings, you also have the chance to connect with fellow members, build solidarity, and foster a sense of community. Every voice matters, and together, we can drive the changes we want to see.

Let's stand united and make our voices heard. I encourage everyone to prioritize these meetings and contribute to the ongoing success of our union. Being united is what makes our Independent Canadian Union strong!

Thank you for your commitment and support.

In Solidarity ,

Chuck LeBlanc, PPWC National First Vice President

Public and Private Workers of Canada Award Recipients 2024

Congratulations to Isabella Mounzer and Tenzin Hong, the Howe Sound Secondary School Public and Private Workers of Canada Award recipients of $500 each that will go towards persuing their desired careers and/or post-secondary educational goals.

NATIONAL
2nd VICE-PRESIDENT

Greetings, Brothers and Sisters,

I hope you all enjoyed a wonderful summer with family and friends. With increasing demands on today's workforce, achieving a proper work-life balance is more essential than ever for maintaining a healthy and fulfilling lifestyle.

As part of my role as 2nd Vice President, I occasionally assist at the National office as needed. This past August, I had the privilege of filling in for several weeks to cover holiday relief. The experience provided a valuable opportunity to understand the unique aspects of our National office operations while building relationships with our dedicated staff.

November 11th offers a solemn moment for us to reflect and remember. War has touched so many families across generations, and it's a time to honour our ancestors and the sacrifices they made to secure a better future.

The recent political shifts in the United States and potentially here in Canada reflect the struggles faced by working families. Inflation and challenging policy decisions have made it harder to make ends meet, even for those with union wages. These economic pressures highlight the importance of continued union solidarity as we navigate these uncertain times together.

Looking ahead to 2025, we are gearing up for a critical year of contract negotiations, including those with Joint Pattern, the Skookumchuck Supervisors, and any additional certifications we secure through ongoing organizing efforts. I look forward to taking an active role in these discussions with the best interests of our members at heart.

As we transition into the new year, I wish everyone well. Take care of yourselves and your families as we step forward together.

In Solidarity,

Christopher Cargill, National Second Vice-President

PPWC 2025 Events

Feb 24th -27th	**Health and Welfare Conference**
February 28th	**Health and Welfare Trust Meeting**
March 4th	**Audit Committee Meeting**
Mar 5th - 6th	**NEB Meeting**
Mar 12th - 13th	**Pension Meeting**
March 31st	**Workers Advocates Training**
April 1st - 3rd	**Workers Advocates Training**
June 12th	**Health and Welfare Trust Meeting**
June 17th	**Audit Committee Meeting**
June 18th - 19th	**NEB Meeting**
June 24th - 25th	**Pension Meeting**
September 8th	**Audit Committee Meeting**
September 9th	**Audit Committee Meeting**
Sept 10th - 11th	**NEB Meeting**
Sept 24th - 25th	**Pension Meeting**
October 23rd	**Health and Welfare Trust Meeting**
Nov 17th - 18th	**Joint Safety Conference**
Nov 19th - 20th	**PPWC Safety Conference**
December 2nd	**Audit Committee Meeting**
Dec 3rd - 4th	**NEB Meeting**
Dec 10th - 11th	**Pension Meeting**

PPWC Administrative Planning Meeting for 2025

On October 23, 2024, Chen Xu coordinated a Zoom meeting with all Local administrative staff to determine agenda items and the need for an in-person meeting in 2025. Almost all the Local offices participated.

At the meeting we collected ideas and interests on hosting another administrative meeting in-person. The last in-person meeting was successfully held in October 2018 and it brought all the offices closer together. Every participant gained the impression that even though some of us may be the solo administrative staff in our offices, every office is there for each other as needed. We are one administrative team to provide support to all our members from the union side.

The PPWC National office has the interest in continuing to have all the Local offices work in a more and more collaborative manner. - Article: Chen Xu, Office and Benefits Administrator.

NATIONAL
HEALTH & SAFETY OFFICER

Preparing for the cold weather ahead

As the leaves change and the mountains become covered in snow it is time to get prepared for the cold weather ahead.

Carbon monoxide (CO) poisoning occurs when carbon monoxide, a colorless, odorless gas, is inhaled and binds to hemoglobin in the blood, reducing oxygen delivery to organs and tissues.

Common causes include:

1.Faulty fuel-burning appliances (furnaces, water heaters, stoves)
2. Poorly ventilated generators, lawn mowers, or power washers
3. Idling cars in attached garages
4. Clogged chimneys or flues
5. Portable gas heaters or camping equipment
6. Industrial processes (welding, cutting)
7. Fires (house, forest, or wildfire)
8. Boilers or HVAC systems
9. Gas-powered tools (pressure washers, concrete saws)
10. Natural disasters (fires, hurricanes)

Taryn Elliott/Pexels

Symptoms:

1. Headaches
2. Dizziness
3. Nausea and vomiting
4. Fatigue
5. Confusion
6. Chest pain
7. Shortness of breath
8. Seizures
9. Loss of consciousness

Severe cases can lead to:

1. Brain damage
2. Heart damage
3. Respiratory failure
4. Coma
5. Death

Prevention:

1. Install CO detectors
   - Install new batteries yearly in both CO and Smoke Detectors
   - Test to ensure they work
2. Maintain appliances and chimneys
   - Ensure that chimneys are clear of debris, snow and nests build inside chimneys.
3. Use proper ventilation
   - Ensure fresh air is present
   - Open a window
4. Avoid running engines indoors
5. Monitor CO levels

Treatment:

1. Fresh air or oxygen therapy
2. Hospitalization for severe cases
3. Supportive care (fluids, rest)

If you suspect CO poisoning, leave the area immediately and call emergency services.

Would you like more information on carbon monoxide safety or prevention?

Smoke Detectors:

Smoke detectors are an essential safety device in homes and buildings, playing a crucial role in preventing injuries and fatalities from fires. Here are some reasons highlighting their importance:

1. Early Warning System: Smoke detectors detect smoke particles in the air, sounding an alarm to alert occupants of a potential fire, providing precious minutes to escape.

2. Saves Lives: According to the National Fire Protection Association (NFPA), working smoke detectors reduce the risk of fire-related deaths by 50%.

3. Prevents Property Damage: Early detection helps prevent extensive damage to property, reducing financial losses.

4. Compliance with Regulations: Installing smoke detectors is mandatory in many jurisdictions, ensuring compliance with local building codes and regulations.

5. Increased Awareness: Smoke detectors raise awareness about fire safety, encouraging responsible behaviors and maintenance.

NATIONAL
HEALTH & SAFETY cont..

6. Reduced Risk of Injury: By alerting occupants quickly, smoke detectors minimize exposure to toxic smoke, reducing the risk of smoke inhalation injuries.

7. Insurance Benefits: Many insurance companies offer discounts to homeowners with functioning smoke detectors.

Installation and Maintenance Tips:

1. Install smoke detectors on every level, inside and outside sleeping areas.

2. Test monthly and replace batteries annually (or consider hardwired or 10-year battery models).

3. Replace detectors every 10 years or according to manufacturer instructions.

4. Ensure proper installation, following manufacturer guidelines.

Remember, working smoke and carbon monoxide detectors are the first line of defense against fire-related tragedies. Ensure your home and loved ones are protected!

Take the time to check that your smoke and carbon detectors are in good working order. Test regularly and replace the batteries on the time change dates, as a way to remember to check them.

If the detectors are more than 10 years old, have them replaced.

These often overlooked devices could very well save you and your loved one's lives.

There are many good sites to review on these topics and would recommend that they are reviewed if you have any questions or concerns with Carbon Monoxide gasses and smoke detectors

Mental Health Awareness:

Remember to take time for yourself, your families and friends. This time of year can add lots of stress and mental health crisis to many people. If you notice someone is struggling or not acting the same, ask if they are ok, or if worried about their wellbeing reach out to get them safe help. Such as 911 or mental health support line.

Season Greetings:

I would like to take this opportunity to share from my family to yours all the best, Seasons Greeting to all the members of PPWC and that you and your families have safe celebrations.

Looking forward to the next year ahead. Be safe.

Barry Touzin,

National Health and Safety Officer

NATIONAL
HEALTH & WELFARE TRUST

Health and Welfare Trust Report

Health and Welfare Trust meeting dates have been set for next year for Feb. 28, June 12, and October 23, 2025.

The Trust is in the process of auditing all of our providers and participating employers to ensure that your data is appropriately protected and will be on a going forward basis. The Trust doesn't hold much itself in terms of your data but is doing an audit internally as well to ensure that we are also doing everything appropriate to protect it. This audit is a result of what we learned last year at the IFEBP Conference.

With regards to WI, the average delay to submit all 3 forms (Employer, Employee, and Physicians Statement) to Desjardin is down. On average it is about 2 weeks. The delay is almost always on getting the physicians statement submitted as 2 weeks is about as long as it takes throughout the province to get a doctor's appointment. This is good because at some sites there was huge delays to submit because HR wasn't submitting the Employer statement in a timely matter resulting in our workers being off for in some cases months without receiving payment. It appears that this matter has been cleared up. If you are having any problems getting your forms submitted, please reach out to your local Health and Welfare committee and if you aren't finding any help there, reach out to one of the Trustees at any time and we are happy to help how we can.

As for Extended Health and Dental claims, most of our health spend historically has been spent on drug claims. That is still true, but the last couple of years there has been a spike in para-medicals (massage, chiro, physio, psychology, etc.). This is likely as a result of collective bargaining, since there was an increase to these benefits in the last negotiations. This is interesting for us as a union because it means that the changes that were bargained in the last round were something that the members have been using and was likely a good bargaining effort.

There was also a large backlog of manual claims, which resulted in very long wait times for all manual claims, so instead of having a roughly 7 business day turnaround for payment, it spiked to about 6 weeks (Manual claims are anything that you can't submit through the app, like compound medications and things that require prior authorization to name a few). There has been a fix put in place and the backlog is being worked through. As this happens the wait times are coming down and are expected to return to normal soon with regards to manual claims submission.

The Trust's financial position continues to remain strong despite the large decrease we have seen these last years in the membership as a result of closures throughout the industry. We do have mechanisms in place to protect us from large closures but with all the participating employers keeping their doors open we haven't seen an impact to the plan.

If you have any questions about the Trust or any of your benefits please don't hesitate to reach out, we are all happy to help. You can contact us via email through the PPWC National website (www.ppwc.ca) under contacts and we are all labeled as "Health and Welfare".

Article: Meghan Irwin H & W Trustee

FROM THE **CCU**

The Right to Collective Bargaining: A Cornerstone of a Free and Democratic Society

The Confederation of Canadian Unions (CCU) represents independent unions across the country that fight tirelessly for fairness, dignity, justice and safety in the workplace. Yet we now face an unprecedented challenge as the federal government embarks on a campaign to erode labour unions, undermine collective bargaining, and weaken the right to strike—pillars of freedom and democracy.

We believe that workers' rights are human rights. They are not just protected under Canada's Constitution and Charter of Rights and Freedoms, but enshrined in international labour conventions to which Canada is a signatory. Prime Minister Trudeau and his government's recent actions represent a dangerous rollback of these hard-won gains, jeopardizing the livelihoods of workers throughout Canada.

The freedom to form unions, bargain collectively and strike is not merely a labour issue. It is a democratic right. Workers must have the ability to come together to negotiate fair wages, safe working conditions, and decent benefits. Without these rights, the balance of power tilts heavily in favour of employers, leading to exploitation, wage suppression, increasing inequality and unsafe workplaces.

History clearly illustrates the transformative power of organized labour. Strikes and collective bargaining have achieved the eight-hour workday, maternity leave, safer work, equitable pay structures, and dozens upon dozens of other major achievements. These advances benefit not just unionized workers, but society as a whole, setting standards that raise the bar for everyone.

One of the most insidious tools the government has wielded in its assault on workers is back-to-work legislation. Invoked under the guise of "maintaining economic stability" or "preserving essential services," these laws strip workers of their ability to strike, nullifying their bargaining power.

Recently, Canadian workers in both the public and private sectors have faced back-to-work orders during legal strikes. The hypocrisy is glaring. Giant corporations are allowed to disrupt livelihoods and entire communities for profit, closing factories or slashing jobs without consequence. Yet when workers exercise their right to demand fair treatment, they are met with state coercion and penalties. This double standard exposes the federal government and Justin Trudeau's prioritization of corporate interests over the well-being of working Canadians.

By demonizing strikes and undermining unions, the federal government is perpetuating a myth that workers' rights are at odds with economic prosperity. In reality, the opposite is true. A robust labour movement is essential for creating a fair and sustainable economy.

The Trudeau government defends its anti-labour actions by invoking economic necessity. It argues that strikes disrupt the economy and harm Canadians. However, this rationale is deeply flawed.

Strikes are not the cause of economic instability—they are the result of unjust economic conditions. Workers do not walk off the job lightly. They only do so when employers fail to meet basic demands for fairness. The disruption caused by strikes is temporary, but the gains they achieve—better wages, safer workplaces, and stronger public services—have lasting benefits for each and every Canadian.

The Supreme Court of Canada has affirmed that collective bargaining and striking are protected under the Charter of Rights and Freedoms. And once again, Canada is bound by international conventions, including those of the International Labour Organization (ILO), which uphold the right to unionize and bargain collectively. By enacting back-to-work legislation, the federal government is violating these rights and obligations.

This sets a dangerous precedent, undermining the rule of law in Canada. It also further gives corporations the incentive to bargain in bad faith. Knowing the government will protect their interests by effectively criminalizing strikes and ordering workers back to work will only give Big Business the ammunition to attack working conditions, cut wages and benefits and raid pensions.

There's a better way. The Confederation of Canadian Unions and its affiliated unions, including the Public and Private Workers of Canada, envision a society where workers are empowered to negotiate for fair wages, safe conditions, and equitable benefits. This is not a radical idea—it is a cornerstone of a free and democratic society.

To the workers of Canada, we urge you to stand together. Now is the time to join a union, support strike actions, and demand change. The strength of the labour movement lies in solidarity, and together, we can resist these attacks.

To the federal government, we demand an end to anti-union and back-to-work legislation and a commitment to upholding workers' rights. Canada must live up to its constitutional and international obligations.

To the public, we ask for your support. Labour rights are not just about unions—they are about creating a society where fairness, dignity, and democracy prevail.

The Confederation of Canadian Unions will not stand idly by as Justin Trudeau and the federal government attack workers' rights. We will challenge unjust laws in the courts, rally in the streets, and advocate in Parliament. The road ahead may be difficult, but history shows that progress is won through perseverance and unity.

The stakes could not be higher. This is a fight for the soul of Canada—for a country that values fairness over greed, dignity over exploitation, and social justice over corporate control. Together, we can resist these regressive measures and build a future where the rights and freedoms of all workers are fostered and protected.

In Solidarity, Gregory Ball, President, Confederation of Canadian Unions - contact@ccu-csc.ca - www.ccu-csc.ca

LOCAL 8

Local 8 – It has been very busy recently at the hall. There have been many grievance meetings and we are still waiting for some responses from the Companies. We are renting out our Union hall again to rehab programs. There are 7 different groups that currently use the hall for their meetings. Our nominations for all Union positions will be wrapping up in November, and if needed, we will be doing elections the second week of December. We will be putting on a skating party in December as well.

Ladysmith – Ladysmith continues to be down for a week each month due to fiber shortage. The mill continues to be going through these shutdowns and Western Forest Products has announced that all of their operations will be shut down between Dec. 22 and Jan. 4 to reduce the amount of wood on the market and hopefully build up log inventory. We are just happy that the membership keeps returning after each layoff.

Value Added Division – The reman mill is keeping everyone working, even though they are limited in their wood supply. With the downtime that Ladysmith mill has been facing. Ladysmith mill is the biggest contributor to Value Added's lumber supply. We are still struggling to hire people so the planer is only running part time. The plan is still to build a continuous kiln at the site. There is also a continuous kiln at one of Western's other sites. This is great news for our members and we are just waiting for them to break ground but it is supposed to operational for the end of 2025.

Long Hoh – The members of Long Hoh are back to work, for a short time. They have secured an order which will take them halfway through December, and then the members will be laid off again. Due to the amount of people that they have coming back, they are using management to cover some positions, which we are fighting, as they haven't done those positions in years, or ever. We have grievances filed and members have reached out to the Local regarding safety concerns for that.

Modern Niagara – The Collective Agreement is now printed off and distributed to our members. We will have a new plant chair at the Hospitals. We would like to thank Peter Miller for all of his hard work and his help was instrumental in getting the members part of Local 8 and in bargaining their two Collective Agreements. No outstanding issues at Modern Niagara.

Harmac – We are still awaiting 3 Step 3 decisions and may be going to arbitration regarding a wrongful dismissal. The mill is running well and all of December's production has been sold. The plan is to spend $30 million on next year's shutdown. We are having some issues in the Steam Plant and working through Overtime call in language.

Howe Sound – Howe Sound Pulp's Collective Agreement expires at the end of April. We are going through nominations and will decide who will be on the bargaining committee. Wage surveys are going out to the membership this month so we can build our agenda. We currently have 1 grievance at Stage 4, from National Day for Truth and Reconciliation and have 2 others at Stage 2. We will also have a new Plant Chair at Howe Sound. We would like to thank Curtis Ager for all of his hard work.

Roger's Sugar – The Union continues to battle with the Company. We had an arbitration start in November and hopefully finishing it off in the first half of December. Disciplines continue and the biggest obstacle we are having is regarding contractors coming into the administration office and doing work. Contracting out notices are not being given and it is very hard for our members to know who is coming and doing work.

We would like to wish everyone a very safe and happy holiday season. Take care and be well.

In Solidarity,

Adrian Soldera, Local 8 President

LOCAL 2

Our payroll arbitration that started in 2021 has finally been concluded, almost. We met with arbitrator Saunders in August and came to an agreement with the company. In the end, after quite a bit of back and forth, a few of the key points are that the company will make every member past and present that was underpaid whole within 30 days of the effective date of the agreement, which is September 30/24. Every current employee will be e-mailed their individual reconciliation statement within 30 days as well. The company also waived their right to recover any over payments made to members past and present. The payroll reconciliation the company provided to the arbitrator, which he accepted, showed Local 2 members were overpaid a little over 2 million dollars.

That's roughly 90% of the membership.

The Section 54 decision we were awarded by the LRB, which is 21 days' pay for failure to provide sufficient notice of a curtailment, has been delayed until October 30. The LRB gave themselves an extension as to whether or not they will consider the company's appeal of the decision.

A few months back, our tugboat engine failed, so contractors were used for all our barge moves. The company submitted a contracting out notice for this while our tug was being repaired. Then, the tug repair was delayed, and the supervisor of the area failed to submit a revised contracting out notice with new dates.

In Solidarity,

Mike Hearsey, Local 2 President, NEB

LOCAL 9

Canfor Pulp: On September 4th, Canfor announced it is permanently closing two more sawmills in northern British Columbia operations, with the closing of both its Plateau (Vanderhoof) and Fort St John operations by the end of 2024.This leaves Canfor with only Prince George Sawmill and Chip Plant operating in the area. With the Plateau and Fort St John sawmills operating until late this year the company forecast sufficient supply of fibre through to next spring. At this time the company will have a fibre supply shortage (20% shortfall). The company says it is making extensive efforts to source alternative fibre supply.

Chemtrade: Chemtrade recently announced the downsizing of its Prince George operations. On September 24, 2025 The plant will be going from 24 members, down to 6. These positions are all operators; we were not successful in keeping a maintenance crew on site. The company says business scope does not support it and we will monitor the situation. Through negotiations we were able to keep the 12 hour day in place, for the time being. They will operate 7 days a week for now. They agreed to align all six positions with the top PO rate. Job evaluation to come.

On the Local Front: At the Local level we held an election in early July to fill our vacant second vice president position, we would like to congratulate Darren Witala and wish him well in his new position. We hope to also be doing some Shop Steward training in mid November. On June 21st we held our Annual Golf Tournament. The Local also held its annual Labour Day picnic on September 3rd, the weather was good and had a good turn out of retirees and current members. Thank you to our Rec committee for their great work organising these two events.

In Solidarity, Dave Boyes, Local 9 First Vice-President, NEB

Local 15

Local 15 sends a welcome to PPWC Local 1 Supervisors in Skookumchuck. Our new brothers and sisters are happy that they are finally being certified after the long delay from the LRB.

Manning issues continue at the mill, however the company is actually hiring but it almost seems that they are hiring more management personnel than production employees.

Recently we started talks with the company in regards to a casual manning agreement. The company continues to use outside contractors far too much for work that very clearly belongs to Local 15.

Payroll issues continue, and the company continues to come up with different excuses for delaying an audit of a small number of members, that was agreed upon at Standing Committee.

In Solidarity, Art Burley, Local 15 First Vice-President, NEB

LOCAL 26

The 14-bed student housing building on the Castlegar Campus welcomed its first occupants. Work continues on the Nelson campus housing. During the effected Slocan valley fire evacuation areas Selkirk College housed those in need at both campuses.

Student stress is on the rise at Selkirk College and other institutions. This was addressed in a recent internal Student Engagement survey with Mental Health being reported as a challenge rising 12% since 2021. The College has implemented several ways to enhance the student experience and build a strong Selkirk College community.

Significant upgrades to the IT infrastructure continues at the College, newer network switching, upgraded cabling, 4x more wireless coverage, state of the art audio and video and our ever-continuing upgrades to servers and software.

Two classrooms in Castlegar have been renovated as part of the College supported research effort to modernize the learning environment. These include lighting upgrades, wall vinyl, mobile furniture, interactive Flat-Panel displays, whiteboards and flexible charging options.

Asbestos remediation was conducted in August at the Castlegar campus. There was also roof re-surfacing and gym floor re-surfacing that was completed.

The JOHS committee completed a very thorough inspection of the campuses and issues that were identified are being dealt with. Overall, there were very few issues. Fire alarms were tested in August and fire drills in September.

There will not be a pub/coffee shop built on the Castlegar campus.

Nominations for positions took place at our last meeting on September 11th, 2024. We are currently looking for someone to fill our Administration Assistant, Financial officer and Recording Secretary positions within the local. We are almost completed revising our bylaws.

In Solidarity, Ken Zebiak, Local 26, NEB

Art: Wilson/Calm

FROM THE **LOCALS**

Personal News- National Office

I wanted to share my recent educational accomplishments. I have just completed my Nonprofit Management associate certificate from BCIT and will obtain another associate certificate in 2025!

The Nonprofit Management associate certificate focuses on developing leadership skills for nonprofit managers giving knowledge and experience in financial and volunteer management, fundraising, government relations and understanding governance and legal requirements. I particularly enjoyed the law and governance class as it focused a lot on directors, board members, constitutions and bylaws and all requirements around them which is a beneficial course to share with the PPWC team.

I have now been accepted into the Fundraising associate certificate starting in the Spring 2025. I will only have to obtain three more courses to complete this certificate; Grant Proposal and Sponsorships, Planned Giving and Major Gifts and Capital Campaigns. The associate certificates will compliment my previous education in Public Relations and my many years of experience working in nonprofit and union environments. My future goal is to take all that I have learned and create a nonprofit adaptable yoga studio.

If you are interested in information that I have learned in regards to law and good governance for a NPO such as ethical practice, meetings, requirements, director and board responsibilities and liabilities, in camera sessions, etc, please feel free to contact me.

Chantel Jones – National Administrative Coordinator

PPWC DONATIONS

George Dolgikh?Pexels

PPWC continues to donate and support local and international organizations. We have received the following thank you letters for our donations at the last National Executive Meeting:

CCPA, Greater Vancouver Food Bank, Salal, Union Gospel and World Vision.

PPWC Wage Caucus donated $2000 to the Heart and Stroke Foundation.

SHOP STEWARDS' CORNER

PPWC QUIZ!

What year was the Pulp, Paper and Woodworkers of Canada founded?

First 5 people to email national@ppwc.ca with the correct answer will win PPWC swag

SHOP STEWARDS' CORNER

Some tips on interpreting collective agreements

• The rule of literal construction means that the words of the collective agreement should be interpreted to have their "ordinary meaning." Therefore, plain meaning takes precedence in interpretation.

• Look throughout the contract to see how the words have been used in other clauses.

• Read the entire collective agreement. Don't forget the Letters of Understanding.

• A specific statement takes precedence over a general statement.

• Consider the "intent" of the collective agreement language and the context of how the words got there.

• Look at the role of past practice in interpreting collective agreements.

• Where policies exist and have been applied arbitrarily, you can argue that management has not exercised its "management's rights" in a fashion that is fair and reasonable.

• When contracts list a number of examples, any item not listed must be of the same sort as the rest of the list.

• Watch out for "and" and "or"; "may" and "shall"; "mutual agreement" and "request and approve."

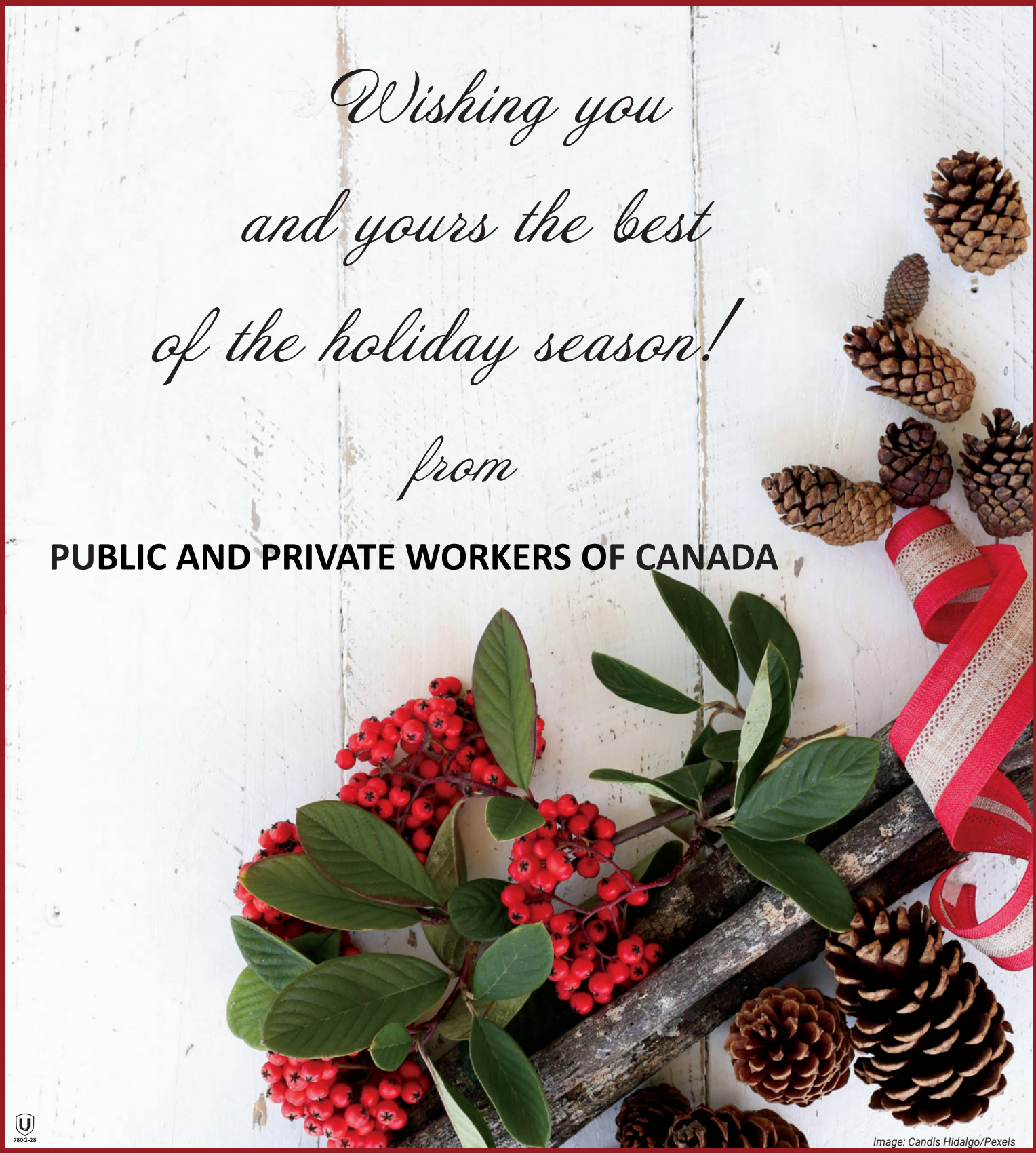
*Excerpt from PPWC Shop Steward Course.

Please contact National to arrange a Shop Steward Course at your Local Office.

Tell us your story! Write to your union!

Articles should be between 250 and 700 words in length.

Please submit any relevant graphics with your article. Please send your articles to national@ppwc.ca.



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